



# Equality Objectives – St Christopher's Academy

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The following objectives add to our Raedwald Trust policy and practice. Please refer to our Raedwald Trust Equality, Diversity & Inclusion Policy for a full explanation of our commitment.

**Equality objective 1: Raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.**

**Why we have chosen this objective:**

It is crucial that staff are professional in their duties, consistently promoting fairness and equality in the workplace, ensuring all decisions made are in line with the Raedwald Trust Equality, Diversity & Inclusion Policy. Staff will act as positive role models in the way they conduct themselves, treat one another and all stakeholders, to promote the best values of contemporary British Society. Staff will recognise and respect difference and foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

**To achieve this objective we plan to:**

- Ensure a thorough and appropriate recruitment system is in place at Raedwald Trust sites.
- Identify and organise appropriate training for staff in relation to the context of their role and ensure all staff have completed a full induction into the Trust.
- Ensure all staff have read and are familiar with the Raedwald Trust Equality, Diversity & Inclusion Policy.
- Create a culture at Raedwald Trust sites in which equality is consistently upheld by ensuring good communication of information sharing
- Undertake regular staff briefings and meetings discussing equality of opportunity, fairness and inclusion. Input at briefings from DSL/DDSL/SENCO.
- Analyse and review incidents, safeguarding occurrences, attendance and implement interventions to reduce negative pupil experiences by spotting individual or group trends/needs and responding in a timely manner.
- Involve and inform stakeholders to try to ensure that help is offered fairly, consistently and in a timely manner.
- Staff and governors are reminded of their responsibilities under the Equality Act, for example during meetings.
- Promote and adhere to the Raedwald Trust Staff Charter – upholding our values of Resilience; Learning without exception; Respect; and Connection.

**Progress we are making towards achieving this objective:**

- Induction programme in place for all new staff. This being a combination of trust level information as well as site specific and relating to the role.
- Newly appointed staff have completed Safeguarding and Positive Handling/De-escalation training and Equality, Diversity, Inclusion training.
- All staff received a full Health and Safety, Staff Code of Conduct, and GDPR briefings at the start of the academic year.
- All staff receive a daily am and pm briefing which incorporates discussion on highlighted issues and topics related to any discrimination, harassment and bullying.
- All Academy Trust policies and procedures are available and accessible to staff and contain up to date information related to the Equality, Diversity & Inclusion Policy and linked procedures.

## **Equality objective 2: Encourage discussion with all stakeholders of equality issues which reflect on social stereotypes, expectations and the impact on learning**

### **Why we have chosen this objective:**

We feel strongly that issues of equality are addressed and social stereotyping and expectations are challenged and debated in a safe environment.

CPD across the Trust has highlighted movements such as the BLM movement and we are keen to support all initiatives regarding equality issues.

We are also committed to cross Trust collaboration.

### **To achieve this objective, we plan to:**

- Attend In-house CPD: staff gaining greater experiences and developing expertise by spending time in different settings.
- Staff encouraged to examine and discuss unconscious bias and further equality related issues identified by the Trust
- Ensure we have consistently high expectations for all our learners
- Purchase culturally relevant resources

### **Progress we are making towards achieving this objective:**

- Staff encouraged to view footage on line about schools that have attempted to eradicate racism. CPD modules have taken place to share these ideas
- Staff have been examining their own unconscious bias and engaging in discussion about this issue. Staff have sections on this within their MHFA training.
- Resource audit undertaken – making more effective and creative use of existing resources in this area.
- Planned curriculum national days to include challenge to existing stereotypes
- Challenge any behaviour (verbal or written, e.g. graffiti, literature/propaganda) that differentiates, degrades or isolates an individual or group due to race, religion, language or culture.
- Staff are Mental Health First Aiders and trained in how different groups are vulnerable to mental health issues.

## **Equality objective 3: Provide an environment that welcomes, protects and respects diverse people.**

### **Why we have chosen this objective:**

To ensure that everyone (staff and students) belongs, feels safe, respected and valued; and is thereby able to thrive and achieve.

To emulate the best values of contemporary British Society and to recognise and respect difference, so society as a whole, should benefit.

To have a school culture that is based upon an appreciation and respect for individual cultures and celebrates diversity.

### **To achieve this objective we plan to:**

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. British Values are woven into all pupils' curriculum offer throughout their placement, alongside PSHE.
- Provide opportunities for restorative action when dealing with disputes between different groups/pupils within the setting.
- As a school, actively promote attitudes and values that challenge racist and other discriminatory behaviour or prejudice, through adherence to professional standards, Raedwald Academy Trust policies and procedures and other supporting statutory documents.

- Work closely with other professional agencies, gaining specialist support, advice and guidance when necessary.
- Provide staff with opportunities and space to discuss equality issues and concerns, which reflect on social stereotypes, expectations and the impact on learning and student experience.
- Challenge any behaviour that differentiates, degrades, or isolates an individual or group due to race, religion, language or culture.
- Ensure our environment is welcoming; represents the diverse communities we serve; and is a safe space for open communication.
- Ensure our culture of all-inclusivity is evident through policy, displays and support posters etc within the classroom and through displays around the school.

#### Progress we are making towards achieving this objective:

- Challenging any behaviour that differentiates, degrades, and isolates any individual.
- Ensuring that all pupils have access to PSHE and British Values as part of their curriculum offer.
- Ensuring that the school is inclusive and welcoming, with positive role modelling from staff, focussing on social skills and respect for others.
- Create a learning environment which promotes learning throughout the whole school
- One to one mentoring with Chaplain in place where required.
- We understand the value of being a welcoming, openly inclusive setting.
- We work with a diverse client group and acknowledge the need to ensure all feel safe, listened to, have a sense of belonging and are a valued part of our school community.
- Following links and training with Mermaids charity we have been recognised as a trust that cater well for LGBT.
- We strive continually to build upon our strong network within the local community.

### Equality objective 4: Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;

#### Why we have chosen this objective:

We recognise that some pupil's experience of education has not always been fulfilling for example, limited teaching of ethnically relevant subjects or a lack of celebrated identifiable role models. We want to ensure all pupils have a broad, balanced and informed understanding of cultural issues in order to become positive contributors to society and to connect to their own identity. We fully support positive change campaigns (eg BLM, #MeToo, Gay pride etc) and this is reflected in our teaching and hospital contingency curriculum.

#### To achieve this objective, we plan to:

- Address cultural events through the celebration of Festivals and National Days with in our NSM contingency curriculum to increase student awareness and understanding of issues in different communities.
- Ensure our literature spine includes a diverse range of texts and reading material from different cultures.
- To provide opportunities to discuss current issues and debates.
- To reference where possible, national festivals/days/months eg Rosa Parks day; Black History Month; MLK day and to celebrate role models from all different cultures and backgrounds.

#### Progress we are making towards achieving this objective:

- We reference and celebrate where possible, cultural days/times during the school year such as Remembrance Day; Mental Health Awareness Day; and other national days.
- Our curriculum allows time and flexibility for reflection and celebration of cultural events.

**Equality objective 5: Ensure pastoral support takes into account religious and ethnic differences and the experiences and needs of particular groups of pupils, including refugees and asylum seekers**

**Why we have chosen this objective:**

Our cohort is vulnerable – often pupils have not been physically or mentally able to access education for a considerable time before they come to us. We meet families who come from diverse backgrounds, and where education may not be a high priority. We actively encourage integration into society for all and will support families to do this e.g. those from different minority groups; LGBTQ+ and those with physical or mental disabilities for example.

**To achieve this objective we plan to:**

- Continue to raise awareness of British values
- Reference and celebrate where possible, national and international religious days and festivals eg; Christmas; Easter; Ramadan; Diwali.
- Offer signposting and support to those in need, through Early Help; Mental Health First Aid and referring to other agencies and charitable organisations as necessary.
- When applicable, encourage our EAL pupils to share their language, culture and traditions with others.
- Liaise extensively with Home Schools to promote inclusion.

**Progress we are making towards achieving this objective:**

- We reference and celebrate cultural days/times during the year such as Remembrance Day.
- Cultural Capital - we offer opportunities for all pupils to take part in a variety of cultural experiences, using our links with the mainstream schools, the farm and hospital for example for work experience opportunities and discussions about future careers.
- We will offer information about school admission in family's own language to those living 'off grid'; asylum seekers; refugees as appropriate.